



STATE OF IOWA
MASTER AGREEMENT
 Contract Declaration and Execution

EFFECTIVE BEGIN DATE: 06-05-2003
 EXPIRATION DATE: 05-31-2010
 PAGE: 1 of 4

VENDOR:

Paragon Employment Solut
 108 3rd St Ste 200

Des Moines, IA 50309
 USA

VENDOR CONTACT:

JOE DAVISSON

PHONE: 515-288-2128

EMAIL:

EXT:

FOB

ISSUER:

ASHLEY SUPER

PHONE: 515-281-7073

EMAIL: ashley.super@iowa.gov

Contract For: CONSULTING, IT

Contract For: SEE ATTACHED DOCUMENTS

Contract To Furnish IT Consulting And Staff Augmentation Pursuant To The Specifications, Terms And Conditions Of Sealed Bid BD80200S102 On File With The Department Of Administrative Services, GSE Purchasing Division, Hoover Building, Level A, Des Moines, Iowa 50319-0105.

For Complete Instructions On How To Use This Contract Contact The Department Of Administrative Services, General Services Enterprise.

This Contract Is For All Nine (9) ITQ Service Categories

Contact:

Mark Craiger

Ph: 515-288-2128 x 204

Fax: 515-243-4009

Email: mcraiger@paragondm.com

PCQT# _____

Rating: 8.18

RENEWAL OPTIONS

FROM 06-01-2008 TO 05-31-2010

FROM 06-01-2010 TO 05-31-2012

AUTHORIZED DEPARTMENT

ALL
 SUB Political Sub-divisions

IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto.

CONTRACTOR	STATE OF IOWA
CONTRACTOR'S NAME (If other than an individual, state whether a corp., partnership, etc.)	AGENCY NAME
BY (Authorized Signature) Date Signed	BY (Authorized Signature) Date Signed
Printed Name and Title of Person Signing	Printed Name and Title of Person Signing
Address	Address



STATE OF IOWA
MASTER AGREEMENT
 Contract Declaration and Execution

EFFECTIVE BEGIN DATE: 06-05-2003
 EXPIRATION DATE: 05-31-2010
 PAGE: 2 of 4

LINE NO.	QUANTITY / SERVICE DATES	UNIT	COMMODITY / DESCRIPTION	UNIT COST / PRICE OF SERVICE
1	0.00000	91829		\$0.000000
				\$0.000000

Computer Software Consulting

Contract To Furnish IT Consulting And Staff Augmentation Pursuant To The Specifications, Terms And Conditions Of Sealed Bid BD80200S102 On File With The Department Of Administrative Services, GSE Purchasing Division, Hoover Building, Level A, Des Moines, Iowa 50319-0105.

For Complete Instructions On How To Use This Contract Contact The Department Of Administrative Services, General Services Enterprise.

This Contract Is For All Nine (9) ITQ Service Categories

Contact:

Mark Craiger
 Ph: 515-288-2128 x 204
 Fax: 515-243-4009
 Email: mcraiger@paragondm.com

PCQT# _____

Rating: 8.18



STATE OF IOWA

EFFECTIVE BEGIN DATE: 06-05-2003

EXPIRATION DATE: 05-31-2010

PAGE: 3 of 4

MASTER AGREEMENT

Contract Declaration and Execution

TERMS AND CONDITIONS**Remedies upon Default**

In any case where the vendor has failed to deliver or has delivered non-conforming goods and/or services, the State shall provide a cure notice. The notice to cure shall state the maximum length of time the vendor has to cure. If after the time period stated in the notice to cure has passed, the vendor continues to be in default, the State may procure goods and/or services in substitution from another source and charge the difference between the contracted price and the market price to the defaulting vendor. The State's Attorney General shall be requested to make collection from the defaulting vendor.

Force Majeure

Force majeure includes acts of God, war, civil disturbance and any other causes which are beyond the control and anticipation of the party affected and which, by the exercise of reasonable diligence, the party was unable to anticipate or prevent. These provisions of force majeure also apply to subcontractors or suppliers of the Vendor. Force majeure does not include financial difficulties of the Vendor or any associated company of the Vendor, or claims or court orders that restrict the Vendor's ability to deliver the goods or services contemplated by this Agreement. Neither the Vendor nor the State shall be liable to the other for any delay or failure of performance of this Agreement caused by a force majeure, and not as a result of the fault or negligence of a party.

Subcontractors

The successful vendor shall be responsible for all acts and performance of any subcontractor or secondary supplier that the successful vendor may engage for the completion of any contract with the State. A delay that results from a subcontractor's conduct, negligence or failure to perform shall not exempt the vendor from default remedies. The successful vendor shall be responsible for payment to all subcontractors and all other third parties.

Termination-Non-Appropriation

Notwithstanding any other provision of this contract, if funds anticipated for the continued fulfillment of this contract are at any time not forthcoming or insufficient, either through the failure of the State to appropriate funds, discontinuance or material alteration of the program for which funds were provided, then the State shall have the right to terminate this contract without penalty by giving not less than thirty (30) days written notice documenting the lack of funding, discontinuance or program alteration.

Immunity of State/Fed Agencies

The vendor shall defend and hold harmless the State and Federal funding source for the State of Iowa from liability arising from the vendor's performance of this contract and the vendor's activities with subcontracted and all other third parties.

Assignment

Vendors may not assign contracts or purchase orders to any party (including financial institutions) without written permission of the General Services Enterprise - Purchasing.

Anti-Trust Assignment

For good cause and as consideration for executing this purchase order, the vendor, through its duly authorized agent, conveys, sells, assigns, and transfers to the State of Iowa all rights, title and interest in and to all causes of action it may now or hereafter acquire under the anti-trust laws of the United States and the State of Iowa, relating to the particular goods or services purchased or acquired by the State of Iowa pursuant to the using State of Iowa agency.

Delivery and Acceptance

When an award has been made to a vendor and the purchase order issued, deliveries are to be made in the following manner.

A. Deliveries - All deliveries are to be made only to the point specified on the purchase order. If delivery is made to any other point, it shall be the responsibility of the vendor to promptly reship to the correct location. Failure to deliver procured goods on time may result in cancellation of an order or termination of a contract at the option of the State.

B. Delivery Charges - All delivery charges should be to the account of the vendor whenever possible. If not, all delivery charges should be prepaid by vendor and added to the invoice.

C. Notice of Rejection - The nature of any rejections of a shipment, based on apparent deficiencies disclosed by ordinary methods of inspection, will be given by the receiving agency to the vendor and carrier within a reasonable time after delivery of the item, with a copy of this notice to the General Services Enterprise - Purchasing. Notice of latent deficiencies which would make items unsatisfactory for the purpose intended may be given by the State of Iowa at any time after acceptance.

Delivery and Acceptance (cont)

D. Disposition of Rejected item - The vendor must remove at the vendor's expense any item rejected by the State. If the vendor fails to remove that rejected item, the State may dispose of the item by offering the same for sale, deduct any accrued expense and remit the balance to the vendor.

E. Testing After Delivery - Laboratory analysis of an item or other means of testing may be required after delivery. In such cases, vendors will be notified in writing that a special test is being made and that payment will be withheld until completion of the testing process.

Title to Goods

The vendor warrants that the goods purchased hereunder are free from all liens, claims or encumbrances.

Indemnification

To the extent that goods are not manufactured in accordance with the State's design, the vendor shall defend, indemnify and hold harmless the State of Iowa, the State's assignees, and other users of the goods from and against any claim of infringement of any Letter Patent, Trade Names, Trademark, Copyright or Trade Secrets by reason of sale or use of any articles purchased hereunder. The State shall promptly notify the vendor of any such claim.

Nondiscrimination



STATE OF IOWA

EFFECTIVE BEGIN DATE: 06-05-2003

EXPIRATION DATE: 05-31-2010

PAGE: 4 of 4

MASTER AGREEMENT

Contract Declaration and Execution

The vendor is subject to and must comply with all federal and state requirements concerning fair employment and will not discriminate between or among them by reason of race, color, religion, sex, national origin or physical handicap.

Warranty

The vendor expressly warrants that all goods supplied shall be merchantable in accordance with the Uniform Commercial Code, Section 2-314 and the Iowa Code, Section 554.2314.

Taxes

The State of Iowa is exempt from the payment of Iowa sales tax, motor vehicle fuel tax and any other Iowa tax that may be applied to a specified commodity and/or service. Contractors performing construction activities are required to pay state sales tax on the cost of materials. The Iowa Department of Revenue exemption letter will be furnished to a vendor upon request.

Hazardous Material

All packaging, transportation, and handling of hazardous materials shall be in accordance with applicable federal and state regulations including, but not limited to, the Material Safety Data Sheet provision of O.S.H.A. Hazard Communication Standard 29CFR 1910.1200, and Iowa Administrative Code, Chapter 567.

Public Records

The laws of the State of Iowa require procurement records to be made public unless exempted by the Code of Iowa.

Miscellaneous

The terms and provisions of this contract shall be construed in accordance with the laws of the State of Iowa. Any and all litigation or actions commenced in connection with this contract shall be brought in Des Moines, Iowa, in Polk County District Court for the State of Iowa. If however, jurisdiction is not proper in Polk County District Court, the action shall only be brought in the United States District Court for the Southern District of Iowa, Central Division, providing that jurisdiction is proper in that forum. This provision shall not be construed as waiving any immunity to suit or liability, which may be available to the State of Iowa.

If any provision of this contract is held to be invalid or unenforceable, the remainder shall be valid and enforceable.

Records Retention

The vendor shall maintain books, records, and documents which sufficiently and properly document and calculate all charges billed to the State of Iowa throughout the term of this Agreement for a period of at least five (5) years following the date of final payment or completion of any required audit, whichever is later. The vendor shall at, no charge, permit the Auditor of the State of Iowa, or any authorized representative of the State (or where federal funds are involved, the Comptroller General of the United States or any other authorized representative of the United States government) to access and examine, audit, excerpt and transcribe any directly pertinent books, documents, papers, electronic or optically stored and created records, or other records of the vendor relating to orders, invoices, or payments documentation or materials pertaining to this Agreement.

Independent Contractor

The vendor is an independent contractor performing services for the State of Iowa, and as such shall not hold itself out as an employee or agent of the State.

Performance Monitoring

For all service contracts, the requirements of Iowa Code sections 8.47 shall be incorporated into final terms and conditions of the contract.

Confidentiality

Each party may have access to confidential information of the other party to the extent necessary to carry out their responsibilities under the Agreement and Software License Agreement. Such confidential information shall, at all times, remain the property of the party disclosing the confidential information. Each party shall preserve the confidentiality of the confidential information disclosed or furnished by the other party, and shall maintain procedures for safeguarding such confidential information. Each party shall accept responsibility for providing adequate supervision and training to its agents, employees and any approved contractors and subcontractors to ensure compliance with the terms of this Agreement.

Works Made for Hire

All information, reports, studies, flow charts, diagrams, and other tangible and intangible material of any nature, whatsoever, produced by the vendor for delivery to the State during the course of this engagement and all copies of any of the foregoing shall be the sole and exclusive property of the State, and all such material and all copies shall be deemed "works made for hire" of which the State shall be deemed the author.

To the extent that the materials are not deemed "works made for hire", the vendor hereby irrevocably grants, assigns, transfers, and sets over to the State all legal and equitable right, title, and interest of any kind, nature or description in and to the materials and the vendor shall be entitled to make absolutely no use of any of the materials except as may be expressly permitted in this Agreement.

Vendor's Property

Notwithstanding provisions of "works made for hire", the vendor shall own all of its pre-existing methods, techniques, and processes, including software and documentation, that it brings to this engagement and shall own all enhancements to these methods, techniques and processes, including software and documentation, that are developed during the course of this engagement ("Vendor's Property") and (b) the vendor shall have the right to retain copies of all materials referred to in "works made for hire" in its files evidencing its services for the Information Technology Enterprise. The vendor agrees to grant the State/ITE a royalty-free, nonexclusive, nontransferable license to use, duplicate and disclose the Vendor's Property for the purposes contemplated by this Agreement.

N60

NET 60 DAYS



Iowa Department of
Administrative Services

General Services Enterprise

Chester J. Culver, Governor
Patty Judge, Lt. Governor

Mollie K. Anderson, Director
Ray Walton, Chief Operating Officer

Monday, March 17, 2008

To: Mark Craiger
Paragon Employment Solutions
108 3rd St, Ste 200
Des Moines, IA 50309

Subject: Renewal of Pre-Qualification Agreement No. CTITQ0047 X

Dear Mr. Craiger,

The subject agreement will expire on May 30, 2008. The State of Iowa would be pleased if your company would like to renew the subject agreement for another two year period beginning on June 1, 2008. To view the agreement, go to:

http://das.gse.iowa.gov/contracts/ITO_contract_links.html.

Unless you have any request to revise some portion of the agreement, all you need to do is sign this letter below and return it to my attention.

Sincerely,

Laurie Hoing, PA III
Department of Administrative Services
General Services Enterprise
Hoover State Office Building, Level A
1305 East Walnut Street
Des Moines, IA 50319-0105
Phone: 515-281-0656
Email: laurie.hoing@iowa.gov

The undersigned agrees to renew the subject agreement, without change, to expire May 30, 2010.

Name: Mark C. Craiger
Title: Business Development Manager
Company: Paragon
Date: 3-20-08

Your Current Sales Contact: Mark Craiger
Address: 108 3rd Street Suite 200
Phone: 515-288-3128 - ext 204 Fax: 515-243-4009
Email: mcraiger@paragonitpros.com

PARAGON

IT Professionals

March 7, 2005

Ms. Ashley Super
Purchasing Agent III
Iowa Department of General Services
Hoover STATE Office Building, Level A
Des Moines, Iowa 50319-0104

RE: ITQ # DB80200S102, Version 1.0/ Additions to Contract # CTITQ0047

Dear Ms. Super,

Thank you for allowing Paragon, LLC to respond to this ITQ provided by your General Services Department. We are currently on contract with the State of Iowa (CTITQ0047) and look forward to achieving a contract Service Provider status for the remaining categories.

The enclosed is our response to the ITQ. We hope you find it comprehensive and formatted per your specifications. We will certainly respond to any questions forthcoming that will further clarify how Paragon may be of service the State of Iowa.

Than you again for this opportunity, we will eagerly await your decision on our contract status.

Sincerely,



Joe Davisson
Director of Consulting
Paragon Employment Solutions, LLC
108 3rd Street Suite 200
Des Moines, IA 50309
(515) 288-2128 ext. 206
jdavisson@paragondm.com



Mark Craiger
Business Developing Manager
Paragon Employment Solutions, LLC
108 3rd Street Suite 200
Des Moines, IA 50309
(515) 288-2128 ext. 204
mcraiger@paragondm.com



TABLE OF CONTENTS

Section	Description	page
1	4-3 Professional/Technical Personnel Questionnaire ANSWERS	p. 1-28
2	Exhibit D—List of References	p. 29
3	Exhibit E—Cost Data Sheet Format	p. 30-36



4-3a PROFESSIONAL/TECHNICAL PERSONNEL QUESTIONNAIRE ANSWERS

(SUBMIT ANSWERS FOR EACH SERVICE CATEGORY YOU SEEK TO QUALIFY FOR)

Paragon Employment Solutions seeks to qualify for the "STRATEGY/VISION/CONSULTING" service category within the PROJECT DEVELOPMENT category.

1. How do you intend to provide the resources required by this ITQ?

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We will provide the resources necessary from within our company or by direct recruiting efforts.

2. Identify the SP contract administrator and describe the functions that person will perform.

Mark Craiger is Paragon's Business Development Manager. Mr. Craiger is the contract administrator. He will review and process all requirements. He is the point of contact for all communication, bids and status updates.

3. Describe how you plan on providing additional personnel if it becomes necessary to properly staff projects.

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We will provide the resources necessary from within our company or by direct recruiting efforts.

4. Describe your company's ability to uniquely address problems and issues related to the service category.

Paragon Employment Solutions Consulting consists of a staff of thirteen professionals experienced in consulting and recruiting. As Business Development Manager, Mark Craiger brings 10 years of IT Project Planning experience. Along with Mark's experience, Joe Davisson our Vice President of Consulting brings 15 years of IT Project Planning and Technology Development experience. Mr. Craiger and Mr. Davisson work closely with all contract engagements to ensure the appropriateness of fit. Review and Control processes exist which include periodic performance appraisals as well as issue and problem log management where appropriate.

PARAGON

IT Professionals

5. Describe your company's practices in adopting client policies and methods.

All Paragon consultants will work as if they are employees of the state. Therefore, they are required to follow the appropriate diligence to become familiar with, adopt and follow the necessary client policies and methods. Typically a Paragon solution is staff augmentation and an employee of the client will provide management and direction for the consultant's tactical and functional task workload.

6. List each type / brand of operating system/ communication system you are experienced with in each category below and make comments.

- a) Mainframes: OS390, HP-3000, MVS/ESA, CICS,
- b) Midrange / Minicomputer: AS/400, UNIX, RISC 6000, Linux, AIX
- c) Client / Server / Distributed Systems: Windows NT, Windows 9x, Windows 2000-03, XP, Novell, UNIX, MS-DOS, OS/2
- d) Desktop: Windows NT, Windows 9X, XP, Windows 2000-03, Novell, MS-DOS, OS/2, Linux
- e) LAN: FDDI, Token Ring, Ethernet, Cisco routers, TCP/IP, VTAM and SNA networking, Novell Netware 4.1, SunNet Manager and Bay Network Optimity, MS Windows
- f) Languages and DBMS: IMS, IDMS, COBOL, Microfocus COBOL, Assembler, REXX, SAS, Business Objects, Crystal Reports, Brio, Hyperion, C Programming, Realia COBOL, Powerbuilder, Visual Basic, VB.NET, ASP.NET, C#.NET, JCL, C++, RPG, Cold Fusion, Active Server Pages, Delphi, Java, Java Script, J2EE, Struts, XML, Web Logic, Websphere, EJB, Data modeling, Sybase, CASE tools, SQL server, DB2, MS SQL Server, Oracle, MS Access, Foxpro, VSAM, Informax

Paragon Employment Solutions is a recruiting and consulting firm dealing in full time and staff augmentation. It is our business to locate individuals with the specific qualifications required to meet the needs of our client. As such, we have active candidates who are experienced in all of the above examples, as well as having the ability to locate the individual with the specific skill sets you require. Specifically:

- E-business
- E-commerce
- N-Tier Application Development
- Project Leadership
- Business and Systems Analysis
- Database Administration/Expertise
- Network and Desktop Services

108 Third Street, Suite 200 Des Moines, IA 50309 515.288.2128 Fax 515.243.4009
www.paragondm.com

PARAGON

IT Professionals

7. Describe your products / experience with Databases.

- a) Administration: **Oracle, DB2, MS-SQL, MS-Access, VSAM, Sybase, Foxpro**
- b) Application Development tools: **Oracle, DB2, MS-SQL, MS-Access, VSAM, Sybase, Foxpro**
- c) End user tools: **MS-Access, Business Objects, Brio. Crystal Reports, etc.**
- d) Structure and methodologies: **Case Tools, Erwin, etc.**
- e) Other

Paragon Employment Solutions is a recruiting and consulting firm dealing in full time and staff augmentation. It is our business to locate individuals with the specific qualifications required to meet the needs of our client. As such, we have active candidates who are experienced in all of the above examples, as well as having the ability to locate the individual with the specific skill sets you require. Specifically:

- **E-business**
- **E-commerce**
- **N-Tier Application Development**
- **Project Leadership**
- **Business and Systems Analysis**
- **Database Administration/Expertise**
- **Network and Desktop Services**

8. What general software applications have you experience in?

All MS Office and Visual Suite Tools, Sun, Oracle, IBM Suites within application development and web technologies. We build relationships and partnerships with people in many diverse areas from Human Resources, and Accounting applications to Technology department software. We have placed people in the insurance and financial services industries, the agricultural industry, government, health and technology service industries.

PARAGON

IT Professionals

9. Please describe any experience and deployed solutions in each of the following specific technologies below.

- a) Help desk solutions / technologies
- b) Data development
- c) Data analysis
- d) Data modeling
- e) Facilitating and consulting
- f) Photogrametry and remote sensing
- g) Data collection and clean up mapping
- h) GIS / ESRI Software / Mapinfo
- i) Electronic Commerce / EDI
- j) Document management
- k) Telecommunications wide area network
- l) Biometrics
- m) Wireless networking
- n) IT staffing
- o) Graphic / web design
- p) Other

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We have placed professional in each area above and have managed contract personnel in many diverse areas.



4-3a PROFESSIONAL/TECHNICAL PERSONNEL QUESTIONNAIRE ANSWERS

(SUBMIT ANSWERS FOR EACH SERVICE CATEGORY YOU SEEK TO QUALIFY FOR)

Paragon Employment Solutions seeks to qualify for the "Project Management" service category within the PROJECT DEVELOPMENT category.

1. How do you intend to provide the resources required by this ITQ?

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We will provide the resources necessary from within our company or by direct recruiting efforts.

2. Identify the SP contract administrator and describe the functions that person will perform.

Mark Craiger is Paragon's Business Development Manager. Mr. Craiger is the contract administrator. He will review and process all requirements. He is the point of contact for all communication, bids and status updates.

3. Describe how you plan on providing additional personnel if it becomes necessary to properly staff projects.

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We will provide the resources necessary from within our company or by direct recruiting efforts.

4. Describe your company's ability to uniquely address problems and issues related to the service category.

Paragon Employment Solutions Consulting consists of a staff of thirteen professionals experienced in consulting and recruiting. As Business Development Manager, Mark Craiger brings 10 years of IT Project Planning experience. Along with Mark's experience, Joe Davisson our Vice President of Consulting brings 15 years of IT Project Planning and Technology Development experience. Mr. Craiger and Mr. Davisson work closely with all contract engagements to ensure the appropriateness of fit. Review and Control processes exist which include periodic performance appraisals as well as issue and problem log management where appropriate.

PARAGON

IT Professionals

5. Describe your company's practices in adopting client policies and methods.

All Paragon consultants will work as if they are employees of the state. Therefore, they are required to follow the appropriate diligence to become familiar with, adopt and follow the necessary client policies and methods. Typically a Paragon solution is staff augmentation and an employee of the client will provide management and direction for the consultant's tactical and functional task workload.

6. List each type / brand of operating system/ communication system you are experienced with in each category below and make comments.

- a) Mainframes: OS390, HP-3000, MVS/ESA, CICS,
- b) Midrange / Minicomputer: AS/400, UNIX, RISC 6000, Linux, AIX
- c) Client / Server / Distributed Systems: Windows NT, Windows 9x, Windows 2000-03, XP, Novell, UNIX, MS-DOS, OS/2
- d) Desktop: Windows NT, Windows 9X, XP, Windows 2000-03, Novell, MS-DOS, OS/2, Linux
- e) LAN: FDDI, Token Ring, Ethernet, Cisco routers, TCP/IP, VTAM and SNA networking, Novell Netware 4.1, SunNet Manager and Bay Network Optimity, MS Windows
- f) Languages and DBMS: IMS, IDMS, COBOL, Microfocus COBOL, Assembler, REXX, SAS, Business Objects, Crystal Reports, Brio, Hyperion, C Programming, Realia COBOL, Powerbuilder, Visual Basic, VB.NET, ASP.NET, C#.NET, JCL, C++, RPG, Cold Fusion, Active Server Pages, Delphi, Java, Java Script, J2EE, Struts, XML, Web Logic, Websphere, EJB, Data modeling, Sybase, CASE tools, SQL server, DB2, MS SQL Server, Oracle, MS Access, Foxpro, VSAM, Informax

Paragon Employment Solutions is a recruiting and consulting firm dealing in full time and staff augmentation. It is our business to locate individuals with the specific qualifications required to meet the needs of our client. As such, we have active candidates who are experienced in all of the above examples, as well as having the ability to locate the individual with the specific skill sets you require. Specifically:

- E-business
- E-commerce
- N-Tier Application Development
- Project Leadership
- Business and Systems Analysis
- Database Administration/Expertise
- Network and Desktop Services

PARAGON

IT Professionals

7. Describe your products / experience with Databases.

- a) Administration: **Oracle, DB2, MS-SQL, MS-Access, VSAM, Sybase, Foxpro**
- b) Application Development tools: **Oracle, DB2, MS-SQL, MS-Access, VSAM, Sybase, Foxpro**
- c) End user tools: **MS-Access, Business Objects, Brio. Crystal Reports, etc.**
- d) Structure and methodologies: **Case Tools, Erwin, etc.**
- e) Other

Paragon Employment Solutions is a recruiting and consulting firm dealing in full time and staff augmentation. It is our business to locate individuals with the specific qualifications required to meet the needs of our client. As such, we have active candidates who are experienced in all of the above examples, as well as having the ability to locate the individual with the specific skill sets you require. Specifically:

- **E-business**
- **E-commerce**
- **N-Tier Application Development**
- **Project Leadership**
- **Business and Systems Analysis**
- **Database Administration/Expertise**
- **Network and Desktop Services**

8. What general software applications have you experience in?

All MS Office and Visual Suite Tools, Sun, Oracle, IBM Suites within application development and web technologies. We build relationships and partnerships with people in many diverse areas from Human Resources, and Accounting applications to Technology department software. We have placed people in the insurance and financial services industries, the agricultural industry, government, health and technology service industries.

PARAGON

IT Professionals

9. Please describe any experience and deployed solutions in each of the following specific technologies below.

- a) Help desk solutions / technologies
- b) Data development
- c) Data analysis
- d) Data modeling
- e) Facilitating and consulting
- f) Photogrametry and remote sensing
- g) Data collection and clean up mapping
- h) GIS / ESRI Software / Mapinfo
- i) Electronic Commerce / EDI
- j) Document management
- k) Telecommunications wide area network
- l) Biometrics
- m) Wireless networking
- n) IT staffing
- o) Graphic / web design
- p) Other

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We have placed professional in each area above and have managed contract personnel in many diverse areas.



4-3a PROFESSIONAL/TECHNICAL PERSONNEL QUESTIONNAIRE ANSWERS

(SUBMIT ANSWERS FOR EACH SERVICE CATEGORY YOU SEEK TO QUALIFY FOR)

Paragon Employment Solutions seeks to qualify for the "Design/Planning" service category within the PROJECT DEVELOPMENT category.

1. How do you intend to provide the resources required by this ITQ?

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We will provide the resources necessary from within our company or by direct recruiting efforts.

2. Identify the SP contract administrator and describe the functions that person will perform.

Mark Craiger is Paragon's Business Development Manager. Mr. Craiger is the contract administrator. He will review and process all requirements. He is the point of contact for all communication, bids and status updates.

3. Describe how you plan on providing additional personnel if it becomes necessary to properly staff projects.

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We will provide the resources necessary from within our company or by direct recruiting efforts.

4. Describe your company's ability to uniquely address problems and issues related to the service category.

Paragon Employment Solutions Consulting consists of a staff of thirteen professionals experienced in consulting and recruiting. As Business Development Manager, Mark Craiger brings 10 years of IT Project Planning experience. Along with Mark's experience, Joe Davisson our Vice President of Consulting brings 15 years of IT Project Planning and Technology Development experience. Mr. Craiger and Mr. Davisson work closely with all contract engagements to ensure the appropriateness of fit. Review and Control processes exist which include periodic performance appraisals as well as issue and problem log management where appropriate.

PARAGON

IT Professionals

5. Describe your company's practices in adopting client policies and methods.

All Paragon consultants will work as if they are employees of the state. Therefore, they are required to follow the appropriate diligence to become familiar with, adopt and follow the necessary client policies and methods. Typically a Paragon solution is staff augmentation and an employee of the client will provide management and direction for the consultant's tactical and functional task workload.

6. List each type / brand of operating system/ communication system you are experienced with in each category below and make comments.

- a) Mainframes: **OS390, HP-3000, MVS/ESA, CICS,**
- b) Midrange / Minicomputer: **AS/400, UNIX, RISC 6000, Linux, AIX**
- c) Client / Server / Distributed Systems: **Windows NT, Windows 9x, Windows 2000-03, XP, Novell, UNIX, MS-DOS, OS/2**
- d) Desktop: **Windows NT, Windows 9X, XP, Windows 2000-03, Novell, MS-DOS, OS/2, Linux**
- e) LAN: **FDDI, Token Ring, Ethernet, Cisco routers, TCP/IP, VTAM and SNA networking, Novell Netware 4.1, SunNet Manager and Bay Network Optimity, MS Windows**
- f) Languages and DBMS: **IMS, IDMS, COBOL, Microfocus COBOL, Assembler, REXX, SAS, Business Objects, Crystal Reports, Brio, Hyperion, C Programming, Realia COBOL, Powerbuilder, Visual Basic, VB.NET, ASP.NET, C#.NET, JCL, C++, RPG, Cold Fusion, Active Server Pages, Delphi, Java, Java Script,, J2EE, Struts, XML, Web Logic, Websphere, EJB, Data modeling, Sybase, CASE tools, SQL server, DB2, MS SQL Server, Oracle, MS Access, Foxpro, VSAM, Informax**

Paragon Employment Solutions is a recruiting and consulting firm dealing in full time and staff augmentation. It is our business to locate individuals with the specific qualifications required to meet the needs of our client. As such, we have active candidates who are experienced in all of the above examples, as well as having the ability to locate the individual with the specific skill sets you require. Specifically:

- **E-business**
- **E-commerce**
- **N-Tier Application Development**
- **Project Leadership**
- **Business and Systems Analysis**
- **Database Administration/Expertise**
- **Network and Desktop Services**

108 Third Street, Suite 200 Des Moines, IA 50309 515.288.2128 Fax 515.243.4009
www.paragondm.com

PARAGON

IT Professionals

7. Describe your products / experience with Databases.

- a) Administration: **Oracle, DB2, MS-SQL, MS-Access, VSAM, Sybase, Foxpro**
- b) Application Development tools: **Oracle, DB2, MS-SQL, MS-Access, VSAM, Sybase, Foxpro**
- c) End user tools: **MS-Access, Business Objects, Brio. Crystal Reports, etc.**
- d) Structure and methodologies: **Case Tools, Erwin, etc.**
- e) Other

Paragon Employment Solutions is a recruiting and consulting firm dealing in full time and staff augmentation. It is our business to locate individuals with the specific qualifications required to meet the needs of our client. As such, we have active candidates who are experienced in all of the above examples, as well as having the ability to locate the individual with the specific skill sets you require. Specifically:

- **E-business**
- **E-commerce**
- **N-Tier Application Development**
- **Project Leadership**
- **Business and Systems Analysis**
- **Database Administration/Expertise**
- **Network and Desktop Services**

8. What general software applications have you experience in?

All MS Office and Visual Suite Tools, Sun, Oracle, IBM Suites within application development and web technologies. We build relationships and partnerships with people in many diverse areas from Human Resources, and Accounting applications to Technology department software. We have placed people in the insurance and financial services industries, the agricultural industry, government, health and technology service industries.

PARAGON

IT Professionals

9. Please describe any experience and deployed solutions in each of the following specific technologies below.

- a) Help desk solutions / technologies
- b) Data development
- c) Data analysis
- d) Data modeling
- e) Facilitating and consulting
- f) Photogrammetry and remote sensing
- g) Data collection and clean up mapping
- h) GIS / ESRI Software / Mapinfo
- i) Electronic Commerce / EDI
- j) Document management
- k) Telecommunications wide area network
- l) Biometrics
- m) Wireless networking
- n) IT staffing
- o) Graphic / web design
- p) Other

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We have placed professional in each area above and have managed contract personnel in many diverse areas.



4-3a PROFESSIONAL/TECHNICAL PERSONNEL QUESTIONNAIRE ANSWERS

(SUBMIT ANSWERS FOR EACH SERVICE CATEGORY YOU SEEK TO QUALIFY FOR)

Paragon Employment Solutions seeks to qualify for the "Developing" service category within the PROJECT DEVELOPMENT category.

1. How do you intend to provide the resources required by this ITQ?

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We will provide the resources necessary from within our company or by direct recruiting efforts.

2. Identify the SP contract administrator and describe the functions that person will perform.

Mark Craiger is Paragon's Business Development Manager. Mr. Craiger is the contract administrator. He will review and process all requirements. He is the point of contact for all communication, bids and status updates.

3. Describe how you plan on providing additional personnel if it becomes necessary to properly staff projects.

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We will provide the resources necessary from within our company or by direct recruiting efforts.

4. Describe your company's ability to uniquely address problems and issues related to the service category.

Paragon Employment Solutions Consulting consists of a staff of thirteen professionals experienced in consulting and recruiting. As Business Development Manager, Mark Craiger brings 10 years of IT Project Planning experience. Along with Mark's experience, Joe Davisson our Vice President of Consulting brings 15 years of IT Project Planning and Technology Development experience. Mr. Craiger and Mr. Davisson work closely with all contract engagements to ensure the appropriateness of fit. Review and Control processes exist which include periodic performance appraisals as well as issue and problem log management where appropriate.

PARAGON

IT Professionals

5. Describe your company's practices in adopting client policies and methods.

All Paragon consultants will work as if they are employees of the state. Therefore, they are required to follow the appropriate diligence to become familiar with, adopt and follow the necessary client policies and methods. Typically a Paragon solution is staff augmentation and an employee of the client will provide management and direction for the consultant's tactical and functional task workload.

6. List each type / brand of operating system/ communication system you are experienced with in each category below and make comments.

- a) Mainframes: OS390, HP-3000, MVS/ESA, CICS,
- b) Midrange / Minicomputer: AS/400, UNIX, RISC 6000, Linux, AIX
- c) Client / Server / Distributed Systems: Windows NT, Windows 9x, Windows 2000-03, XP, Novell, UNIX, MS-DOS, OS/2
- d) Desktop: Windows NT, Windows 9X, XP, Windows 2000-03, Novell, MS-DOS, OS/2, Linux
- e) LAN: FDDI, Token Ring, Ethernet, Cisco routers, TCP/IP, VTAM and SNA networking, Novell Netware 4.1, SunNet Manager and Bay Network Optimity, MS Windows
- f) Languages and DBMS: IMS, IDMS, COBOL, Microfocus COBOL, Assembler, REXX, SAS, Business Objects, Crystal Reports, Brio, Hyperion, C Programming, Realia COBOL, Powerbuilder, Visual Basic, VB.NET, ASP.NET, C#.NET, JCL, C++, RPG, Cold Fusion, Active Server Pages, Delphi, Java, Java Script, J2EE, Struts, XML, Web Logic, Websphere, EJB, Data modeling, Sybase, CASE tools, SQL server, DB2, MS SQL Server, Oracle, MS Access, Foxpro, VSAM, Informax

Paragon Employment Solutions is a recruiting and consulting firm dealing in full time and staff augmentation. It is our business to locate individuals with the specific qualifications required to meet the needs of our client. As such, we have active candidates who are experienced in all of the above examples, as well as having the ability to locate the individual with the specific skill sets you require. Specifically:

- E-business
- E-commerce
- N-Tier Application Development
- Project Leadership
- Business and Systems Analysis
- Database Administration/Expertise
- Network and Desktop Services

PARAGON

IT Professionals

7. Describe your products / experience with Databases.

- a) Administration: **Oracle, DB2, MS-SQL, MS-Access, VSAM, Sybase, Foxpro**
- b) Application Development tools: **Oracle, DB2, MS-SQL, MS-Access, VSAM, Sybase, Foxpro**
- c) End user tools: **MS-Access, Business Objects, Brio. Crystal Reports, etc.**
- d) Structure and methodologies: **Case Tools, Erwin, etc.**
- e) Other

Paragon Employment Solutions is a recruiting and consulting firm dealing in full time and staff augmentation. It is our business to locate individuals with the specific qualifications required to meet the needs of our client. As such, we have active candidates who are experienced in all of the above examples, as well as having the ability to locate the individual with the specific skill sets you require. Specifically:

- **E-business**
- **E-commerce**
- **N-Tier Application Development**
- **Project Leadership**
- **Business and Systems Analysis**
- **Database Administration/Expertise**
- **Network and Desktop Services**

8. What general software applications have you experience in?

All MS Office and Visual Suite Tools, Sun, Oracle, IBM Suites within application development and web technologies. We build relationships and partnerships with people in many diverse areas from Human Resources, and Accounting applications to Technology department software. We have placed people in the insurance and financial services industries, the agricultural industry, government, health and technology service industries.

PARAGON

IT Professionals

9. Please describe any experience and deployed solutions in each of the following specific technologies below.

- a) Help desk solutions / technologies
- b) Data development
- c) Data analysis
- d) Data modeling
- e) Facilitating and consulting
- f) Photogrammetry and remote sensing
- g) Data collection and clean up mapping
- h) GIS / ESRI Software / Mapinfo
- i) Electronic Commerce / EDI
- j) Document management
- k) Telecommunications wide area network
- l) Biometrics
- m) Wireless networking
- n) IT staffing
- o) Graphic / web design
- p) Other

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We have placed professional in each area above and have managed contract personnel in many diverse areas.



4-3a PROFESSIONAL/TECHNICAL PERSONNEL QUESTIONNAIRE ANSWERS

(SUBMIT ANSWERS FOR EACH SERVICE CATEGORY YOU SEEK TO QUALIFY FOR)

Paragon Employment Solutions seeks to qualify for the "Testing" service category within the PROJECT DEVELOPMENT category.

1. How do you intend to provide the resources required by this ITQ?

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We will provide the resources necessary from within our company or by direct recruiting efforts.

2. Identify the SP contract administrator and describe the functions that person will perform.

Mark Craiger is Paragon's Business Development Manager. Mr. Craiger is the contract administrator. He will review and process all requirements. He is the point of contact for all communication, bids and status updates.

3. Describe how you plan on providing additional personnel if it becomes necessary to properly staff projects.

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We will provide the resources necessary from within our company or by direct recruiting efforts.

4. Describe your company's ability to uniquely address problems and issues related to the service category.

Paragon Employment Solutions Consulting consists of a staff of thirteen professionals experienced in consulting and recruiting. As Business Development Manager, Mark Craiger brings 10 years of IT Project Planning experience. Along with Mark's experience, Joe Davisson our Vice President of Consulting brings 15 years of IT Project Planning and Technology Development experience. Mr. Craiger and Mr. Davisson work closely with all contract engagements to ensure the appropriateness of fit. Review and Control processes exist which include periodic performance appraisals as well as issue and problem log management where appropriate.

PARAGON

IT Professionals

5. Describe your company's practices in adopting client policies and methods.

All Paragon consultants will work as if they are employees of the state. Therefore, they are required to follow the appropriate diligence to become familiar with, adopt and follow the necessary client policies and methods. Typically a Paragon solution is staff augmentation and an employee of the client will provide management and direction for the consultant's tactical and functional task workload.

6. List each type / brand of operating system/ communication system you are experienced with in each category below and make comments.

- a) Mainframes: OS390, HP-3000, MVS/ESA, CICS,
- b) Midrange / Minicomputer: AS/400, UNIX, RISC 6000, Linux, AIX
- c) Client / Server / Distributed Systems: Windows NT, Windows 9x, Windows 2000-03, XP, Novell, UNIX, MS-DOS, OS/2
- d) Desktop: Windows NT, Windows 9X, XP, Windows 2000-03, Novell, MS-DOS, OS/2, Linux
- e) LAN: FDDI, Token Ring, Ethernet, Cisco routers, TCP/IP, VTAM and SNA networking, Novell Netware 4.1, SunNet Manager and Bay Network Optimity, MS Windows
- f) Languages and DBMS: IMS, IDMS, COBOL, Microfocus COBOL, Assembler, REXX, SAS, Business Objects, Crystal Reports, Brio, Hyperion, C Programming, Realia COBOL, Powerbuilder, Visual Basic, VB.NET, ASP.NET, C#.NET, JCL, C++, RPG, Cold Fusion, Active Server Pages, Delphi, Java, Java Script, J2EE, Struts, XML, Web Logic, Websphere, EJB, Data modeling, Sybase, CASE tools, SQL server, DB2, MS SQL Server, Oracle, MS Access, Foxpro, VSAM, Informax

Paragon Employment Solutions is a recruiting and consulting firm dealing in full time and staff augmentation. It is our business to locate individuals with the specific qualifications required to meet the needs of our client. As such, we have active candidates who are experienced in all of the above examples, as well as having the ability to locate the individual with the specific skill sets you require. Specifically:

- E-business
- E-commerce
- N-Tier Application Development
- Project Leadership
- Business and Systems Analysis
- Database Administration/Expertise
- Network and Desktop Services

PARAGON

IT Professionals

7. Describe your products / experience with Databases.

- a) Administration: **Oracle, DB2, MS-SQL, MS-Access, VSAM, Sybase, Foxpro**
- b) Application Development tools: **Oracle, DB2, MS-SQL, MS-Access, VSAM, Sybase, Foxpro**
- c) End user tools: **MS-Access, Business Objects, Brio. Crystal Reports, etc.**
- d) Structure and methodologies: **Case Tools, Erwin, etc.**
- e) Other

Paragon Employment Solutions is a recruiting and consulting firm dealing in full time and staff augmentation. It is our business to locate individuals with the specific qualifications required to meet the needs of our client. As such, we have active candidates who are experienced in all of the above examples, as well as having the ability to locate the individual with the specific skill sets you require. Specifically:

- **E-business**
- **E-commerce**
- **N-Tier Application Development**
- **Project Leadership**
- **Business and Systems Analysis**
- **Database Administration/Expertise**
- **Network and Desktop Services**

8. What general software applications have you experience in?

All MS Office and Visual Suite Tools, Sun, Oracle, IBM Suites within application development and web technologies. We build relationships and partnerships with people in many diverse areas from Human Resources, and Accounting applications to Technology department software. We have placed people in the insurance and financial services industries, the agricultural industry, government, health and technology service industries.

PARAGON

IT Professionals

9. Please describe any experience and deployed solutions in each of the following specific technologies below.

- a) Help desk solutions / technologies
- b) Data development
- c) Data analysis
- d) Data modeling
- e) Facilitating and consulting
- f) Photogrametry and remote sensing
- g) Data collection and clean up mapping
- h) GIS / ESRI Software / Mapinfo
- i) Electronic Commerce / EDI
- j) Document management
- k) Telecommunications wide area network
- l) Biometrics
- m) Wireless networking
- n) IT staffing
- o) Graphic / web design
- p) Other

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We have placed professional in each area above and have managed contract personnel in many diverse areas.



4-3a PROFESSIONAL/TECHNICAL PERSONNEL QUESTIONNAIRE ANSWERS

(SUBMIT ANSWERS FOR EACH SERVICE CATEGORY YOU SEEK TO QUALIFY FOR)

Paragon Employment Solutions seeks to qualify for the "Implementation" service category within the PROJECT DEVELOPMENT category.

1. How do you intend to provide the resources required by this ITQ?

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We will provide the resources necessary from within our company or by direct recruiting efforts.

2. Identify the SP contract administrator and describe the functions that person will perform.

Mark Craiger is Paragon's Business Development Manager. Mr. Craiger is the contract administrator. He will review and process all requirements. He is the point of contact for all communication, bids and status updates.

3. Describe how you plan on providing additional personnel if it becomes necessary to properly staff projects.

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We will provide the resources necessary from within our company or by direct recruiting efforts.

4. Describe your company's ability to uniquely address problems and issues related to the service category.

Paragon Employment Solutions Consulting consists of a staff of thirteen professionals experienced in consulting and recruiting. As Business Development Manager, Mark Craiger brings 10 years of IT Project Planning experience. Along with Mark's experience, Joe Davisson our Vice President of Consulting brings 15 years of IT Project Planning and Technology Development experience. Mr. Craiger and Mr. Davisson work closely with all contract engagements to ensure the appropriateness of fit. Review and Control processes exist which include periodic performance appraisals as well as issue and problem log management where appropriate.

PARAGON

IT Professionals

5. Describe your company's practices in adopting client policies and methods.

All Paragon consultants will work as if they are employees of the state. Therefore, they are required to follow the appropriate diligence to become familiar with, adopt and follow the necessary client policies and methods. Typically a Paragon solution is staff augmentation and an employee of the client will provide management and direction for the consultant's tactical and functional task workload.

6. List each type / brand of operating system/ communication system you are experienced with in each category below and make comments.

- a) Mainframes: **OS390, HP-3000, MVS/ESA, CICS,**
- b) Midrange / Minicomputer: **AS/400, UNIX, RISC 6000, Linux, AIX**
- c) Client / Server / Distributed Systems: **Windows NT, Windows 9x, Windows 2000-03, XP, Novell, UNIX, MS-DOS, OS/2**
- d) Desktop: **Windows NT, Windows 9X, XP, Windows 2000-03, Novell, MS-DOS, OS/2, Linux**
- e) LAN: **FDDI, Token Ring, Ethernet, Cisco routers, TCP/IP, VTAM and SNA networking, Novell Netware 4.1, SunNet Manager and Bay Network Optimity, MS Windows**
- f) Languages and DBMS: **IMS, IDMS, COBOL, Microfocus COBOL, Assembler, REXX, SAS, Business Objects, Crystal Reports, Brio, Hyperion, C Programming, Realia COBOL, Powerbuilder, Visual Basic, VB.NET, ASP.NET, C#.NET, JCL, C++, RPG, Cold Fusion, Active Server Pages, Delphi, Java, Java Script,, J2EE, Struts, XML, Web Logic, Websphere, EJB, Data modeling, Sybase, CASE tools, SQL server, DB2, MS SQL Server, Oracle, MS Access, Foxpro, VSAM, Informax**

Paragon Employment Solutions is a recruiting and consulting firm dealing in full time and staff augmentation. It is our business to locate individuals with the specific qualifications required to meet the needs of our client. As such, we have active candidates who are experienced in all of the above examples, as well as having the ability to locate the individual with the specific skill sets you require. Specifically:

- **E-business**
- **E-commerce**
- **N-Tier Application Development**
- **Project Leadership**
- **Business and Systems Analysis**
- **Database Administration/Expertise**
- **Network and Desktop Services**

PARAGON

IT Professionals

7. Describe your products / experience with Databases.

- a) Administration: **Oracle, DB2, MS-SQL, MS-Access, VSAM, Sybase, Foxpro**
- b) Application Development tools: **Oracle, DB2, MS-SQL, MS-Access, VSAM, Sybase, Foxpro**
- c) End user tools: **MS-Access, Business Objects, Brio. Crystal Reports, etc.**
- d) Structure and methodologies: **Case Tools, Erwin, etc.**
- e) Other

Paragon Employment Solutions is a recruiting and consulting firm dealing in full time and staff augmentation. It is our business to locate individuals with the specific qualifications required to meet the needs of our client. As such, we have active candidates who are experienced in all of the above examples, as well as having the ability to locate the individual with the specific skill sets you require. Specifically:

- **E-business**
- **E-commerce**
- **N-Tier Application Development**
- **Project Leadership**
- **Business and Systems Analysis**
- **Database Administration/Expertise**
- **Network and Desktop Services**

8. What general software applications have you experience in?

All MS Office and Visual Suite Tools, Sun, Oracle, IBM Suites within application development and web technologies. We build relationships and partnerships with people in many diverse areas from Human Resources, and Accounting applications to Technology department software. We have placed people in the insurance and financial services industries, the agricultural industry, government, health and technology service industries.

PARAGON

IT Professionals

9. Please describe any experience and deployed solutions in each of the following specific technologies below.

- a) Help desk solutions / technologies
- b) Data development
- c) Data analysis
- d) Data modeling
- e) Facilitating and consulting
- f) Photogrammetry and remote sensing
- g) Data collection and clean up mapping
- h) GIS / ESRI Software / Mapinfo
- i) Electronic Commerce / EDI
- j) Document management
- k) Telecommunications wide area network
- l) Biometrics
- m) Wireless networking
- n) IT staffing
- o) Graphic / web design
- p) Other

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We have placed professional in each area above and have managed contract personnel in many diverse areas.



4-3a PROFESSIONAL/TECHNICAL PERSONNEL QUESTIONNAIRE ANSWERS

(SUBMIT ANSWERS FOR EACH SERVICE CATEGORY YOU SEEK TO QUALIFY FOR)

Paragon Employment Solutions seeks to qualify for the "Training" service category within the PROJECT DEVELOPMENT category.

1. How do you intend to provide the resources required by this ITQ?

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We will provide the resources necessary from within our company or by direct recruiting efforts.

2. Identify the SP contract administrator and describe the functions that person will perform.

Mark Craiger is Paragon's Business Development Manager. Mr. Craiger is the contract administrator. He will review and process all requirements. He is the point of contact for all communication, bids and status updates.

3. Describe how you plan on providing additional personnel if it becomes necessary to properly staff projects.

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We will provide the resources necessary from within our company or by direct recruiting efforts.

4. Describe your company's ability to uniquely address problems and issues related to the service category.

Paragon Employment Solutions Consulting consists of a staff of thirteen professionals experienced in consulting and recruiting. As Business Development Manager, Mark Craiger brings 10 years of IT Project Planning experience. Along with Mark's experience, Joe Davisson our Vice President of Consulting brings 15 years of IT Project Planning and Technology Development experience. Mr. Craiger and Mr. Davisson work closely with all contract engagements to ensure the appropriateness of fit. Review and Control processes exist which include periodic performance appraisals as well as issue and problem log management where appropriate.

PARAGON

IT Professionals

5. Describe your company's practices in adopting client policies and methods.

All Paragon consultants will work as if they are employees of the state. Therefore, they are required to follow the appropriate diligence to become familiar with, adopt and follow the necessary client policies and methods. Typically a Paragon solution is staff augmentation and an employee of the client will provide management and direction for the consultant's tactical and functional task workload.

6. List each type / brand of operating system/ communication system you are experienced with in each category below and make comments.

- a) Mainframes: **OS390, HP-3000, MVS/ESA, CICS,**
- b) Midrange / Minicomputer: **AS/400, UNIX, RISC 6000, Linux, AIX**
- c) Client / Server / Distributed Systems: **Windows NT, Windows 9x, Windows 2000-03, XP, Novell, UNIX, MS-DOS, OS/2**
- d) Desktop: **Windows NT, Windows 9X, XP, Windows 2000-03, Novell, MS-DOS, OS/2, Linux**
- e) LAN: **FDDI, Token Ring, Ethernet, Cisco routers, TCP/IP, VTAM and SNA networking, Novell Netware 4.1, SunNet Manager and Bay Network Optivity, MS Windows**
- f) Languages and DBMS: **IMS, IDMS, COBOL, Microfocus COBOL, Assembler, REXX, SAS, Business Objects, Crystal Reports, Brio, Hyperion, C Programming, Realia COBOL, Powerbuilder, Visual Basic, VB.NET, ASP.NET, C#.NET, JCL, C++, RPG, Cold Fusion, Active Server Pages, Delphi, Java, Java Script, J2EE, Struts, XML, Web Logic, Websphere, EJB, Data modeling, Sybase, CASE tools, SQL server, DB2, MS SQL Server, Oracle, MS Access, Foxpro, VSAM, Informax**

Paragon Employment Solutions is a recruiting and consulting firm dealing in full time and staff augmentation. It is our business to locate individuals with the specific qualifications required to meet the needs of our client. As such, we have active candidates who are experienced in all of the above examples, as well as having the ability to locate the individual with the specific skill sets you require. Specifically:

- **E-business**
- **E-commerce**
- **N-Tier Application Development**
- **Project Leadership**
- **Business and Systems Analysis**
- **Database Administration/Expertise**
- **Network and Desktop Services**

108 Third Street, Suite 200 Des Moines, IA 50309 515.288.2128 Fax 515.243.4009
www.paragondm.com

PARAGON

IT Professionals

7. Describe your products / experience with Databases.

- a) Administration: **Oracle, DB2, MS-SQL, MS-Access, VSAM, Sybase, Foxpro**
- b) Application Development tools: **Oracle, DB2, MS-SQL, MS-Access, VSAM, Sybase, Foxpro**
- c) End user tools: **MS-Access, Business Objects, Brio, Crystal Reports, etc.**
- d) Structure and methodologies: **Case Tools, Erwin, etc.**
- e) Other

Paragon Employment Solutions is a recruiting and consulting firm dealing in full time and staff augmentation. It is our business to locate individuals with the specific qualifications required to meet the needs of our client. As such, we have active candidates who are experienced in all of the above examples, as well as having the ability to locate the individual with the specific skill sets you require. Specifically:

- **E-business**
- **E-commerce**
- **N-Tier Application Development**
- **Project Leadership**
- **Business and Systems Analysis**
- **Database Administration/Expertise**
- **Network and Desktop Services**

8. What general software applications have you experience in?

All MS Office and Visual Suite Tools, Sun, Oracle, IBM Suites within application development and web technologies. We build relationships and partnerships with people in many diverse areas from Human Resources, and Accounting applications to Technology department software. We have placed people in the insurance and financial services industries, the agricultural industry, government, health and technology service industries.

PARAGON

IT Professionals

9. Please describe any experience and deployed solutions in each of the following specific technologies below.

- a) Help desk solutions / technologies
- b) Data development
- c) Data analysis
- d) Data modeling
- e) Facilitating and consulting
- f) Photogrametry and remote sensing
- g) Data collection and clean up mapping
- h) GIS / ESRI Software / Mapinfo
- i) Electronic Commerce / EDI
- j) Document management
- k) Telecommunications wide area network
- l) Biometrics
- m) Wireless networking
- n) IT staffing
- o) Graphic / web design
- p) Other

Paragon Employment Solutions is a professional recruiting and consulting firm specializing in Information Technology. We have placed professional in each area above and have managed contract personnel in many diverse areas.

PARAGON

IT Professionals

EXHIBIT D – LIST OF REFERENCES

Paragon Employment Solutions has sent reference surveys to the following companies:

Wells Fargo Home Mortgage
Nicole Bunch
1 Home Campus MAC#: 2403-026
Des Moines, IA 50328-0001
515-213-7264

RE: Tim Bartleman:
Manual Tester
"Testing"

Wells Fargo Home Mortgage
Patty Czepowski
1 Home Campus MAC#:
Des Moines, IA 50328-0001
515-213-5552

RE: Lesley Conklin:
Implementation Coordinator/Project
Manager
"Implementation/Project Management"

Wells Fargo Home Mortgage
Richard Bame
1 Home Campus MAC#: 2409-015
Des Moines, IA 50328-0001
515-564-3003

RE: Dr. Azmath Mohammed:
Auto Decisioning Integration Project
"Design/Planning"

Wells Fargo Home Mortgage
Kay Cronin
1 Home Campus MAC#: 2401-06N
Des Moines, IA 50328-0001
515-213-5003

RE: Sue House:
Project Manager
"Project Management"

Farm Bureau
Doug Gumm
5400 University Avenue
West Des Moines, IA 50266
(515) 225-5400

RE: Roy Goslin:
CIO – Interim
"Strategy/Vision/Consulting"

FC Stone
Robert Vespestade
2829 Westown Parkway, Suite 200
West Des Moines, IA 50266
(515) 223-3788

RE: Mike Espinosa:
Hedge School Documentation
"Training"

Farmers Mutual Hail
Ron Rutledge
2323 Grand Avenue
Des Moines, IA 50312-5392
(515) 282-9104

RE: Doug Halsted:
Application Developer
"Developing"

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

<p>COST DATA SHEET for ITQ Number BD80200S102 Revision 1.0</p> <p>FOR SERVICE CATEGORY: Project Development / Strategy/Vision/Consulting</p> <p>COMPANY NAME: Paragon Employment Solutions Date: 03/7/05</p>

DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<p>Architect Brings the ability to put together a "big picture" of a technical solution.</p>	\$150.00
<p>Subject Matter Expert Brings a deep expertise in a specific technology or business area.</p>	\$150.00
<p>Business Consultant/Analyst Brings the ability to analyze and recommend business process improvements and reengineering.</p>	\$115.00

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

COST DATA SHEET for ITQ Number BD80200S102 Revision 1.0 FOR SERVICE CATEGORY: Project Development/Project Management COMPANY NAME: Paragon Employment Solutions DATE: 03/7/05	
DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
Program Manager Manages Multiple projects at once both related and unrelated in nature and scope.	\$250/hr
Project Manager Manages a specific project or aspect of a project on larger projects.	\$175/hr
Project Administrator Assists with the administration of the project management activities.	\$125/hr
Technical Writer A writer with skills in a specific technical arena and the ability to write technical information to be consumed by an end-user community.	\$100/hr

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

<p>COST DATA SHEET for ITQ Number BD80200S102 Revision 1.0</p> <p>FOR SERVICE CATEGORY: Project Development / Design/Planning</p> <p>COMPANY NAME: Paragon Employment Solutions DATE: 03/7/05</p>

DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<p>Architect/Technology Lead Responsible for the design and technical specification of a business solution or a specific aspect of a business solution on larger projects.</p>	<p>\$150.00</p>

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

COST DATA SHEET for ITQ Number BD80200S102 Revision 1.0

FOR SERVICE CATEGORY: Project Development/Developing

COMPANY NAME: Paragon Employment Solutions **DATE:** 03/7/05

DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
Developer Builds solution components based on technical specifications	
Sr. Developer Builds solution components based on technical specifications. Extensive experience.	\$150/hr
Jr. Developer Builds solution components based on technical specifications. Limited experience.	\$125/hr
Engineer Builds infrastructure solutions based on technical specifications.	
Sr. Engineer Builds Infrastructure solutions based on technical specifications. Extensive experience.	\$175/hr
Jr. Engineer Builds Infrastructure solutions based on technical specifications. Limited experience.	\$130/hr
Emerging/Niche Technology Builds solutions based on technical specifications using emerging or niche technologies.	
Sr. Emerging/Niche Technology Builds solutions based n technical specifications using emerging or niche technologies. Extensive experience.	\$175/hr
Jr. Emerging/Niche Technology Builds solutions based n technical specifications using emerging or niche technologies. Limited experience.	\$130/hr

Note: The SP may be able to have additional line items added at a later date to this ITQ. If it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

<p>COST DATA SHEET for ITQ Number BD80200S102 Revision 1.0</p> <p>FOR SERVICE CATEGORY: Project Development / Testing</p> <p>COMPANY NAME: Paragon Employment Solutions DATE: 3/7/05</p>

DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<p>Testing Analyzes business requirements and technical specifications to determine and build a test plan.</p>	\$115.00
<p>Quality Assurance Builds and executes test scripts based on a test plan. Tracks and coordinates issue resolution.</p>	\$95.00

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

<p>COST DATA SHEET for ITQ Number BD80200S102 Revision 1.0</p> <p>FOR SERVICE CATEGORY: Project Development / Implementation</p> <p>COMPANY NAME: Paragon Employment Solutions DATE: 3/7/05</p>

DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<p>Implementation Planning Analyzes business requirements, technical specifications and end-user community requirements to determine and build an implementation plan.</p>	<p>\$125.00</p>

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

COST DATA SHEET for ITQ Number BD80200S102 Revision 1.0 FOR SERVICE CATEGORY: Project Development / Training COMPANY NAME: Paragon Employment Solutions DATE: 3/7/05	
DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
Project Building Build a training product.	\$250.00
Classroom Delivery Deliver a training product in a classroom setting.	\$250.00
Online / CBT Build a training product specifically for online and computer based training.	\$250.00
Field Delivery Deliver a training product at the customer's location.	\$250.00
	Daily Rate/\$2000.00

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.